

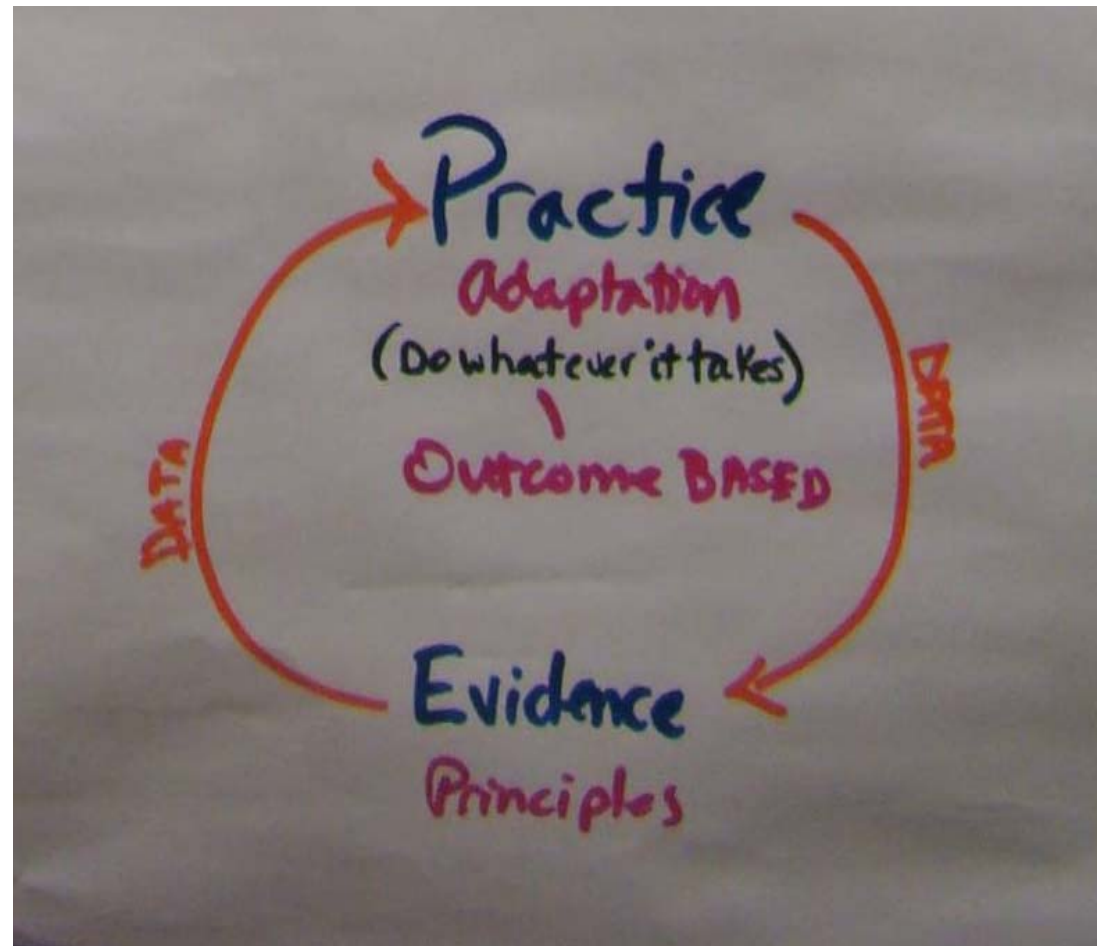


# ***Employment for Indiana's Residents with a Serious Mental Illness or Addictive Disorder***

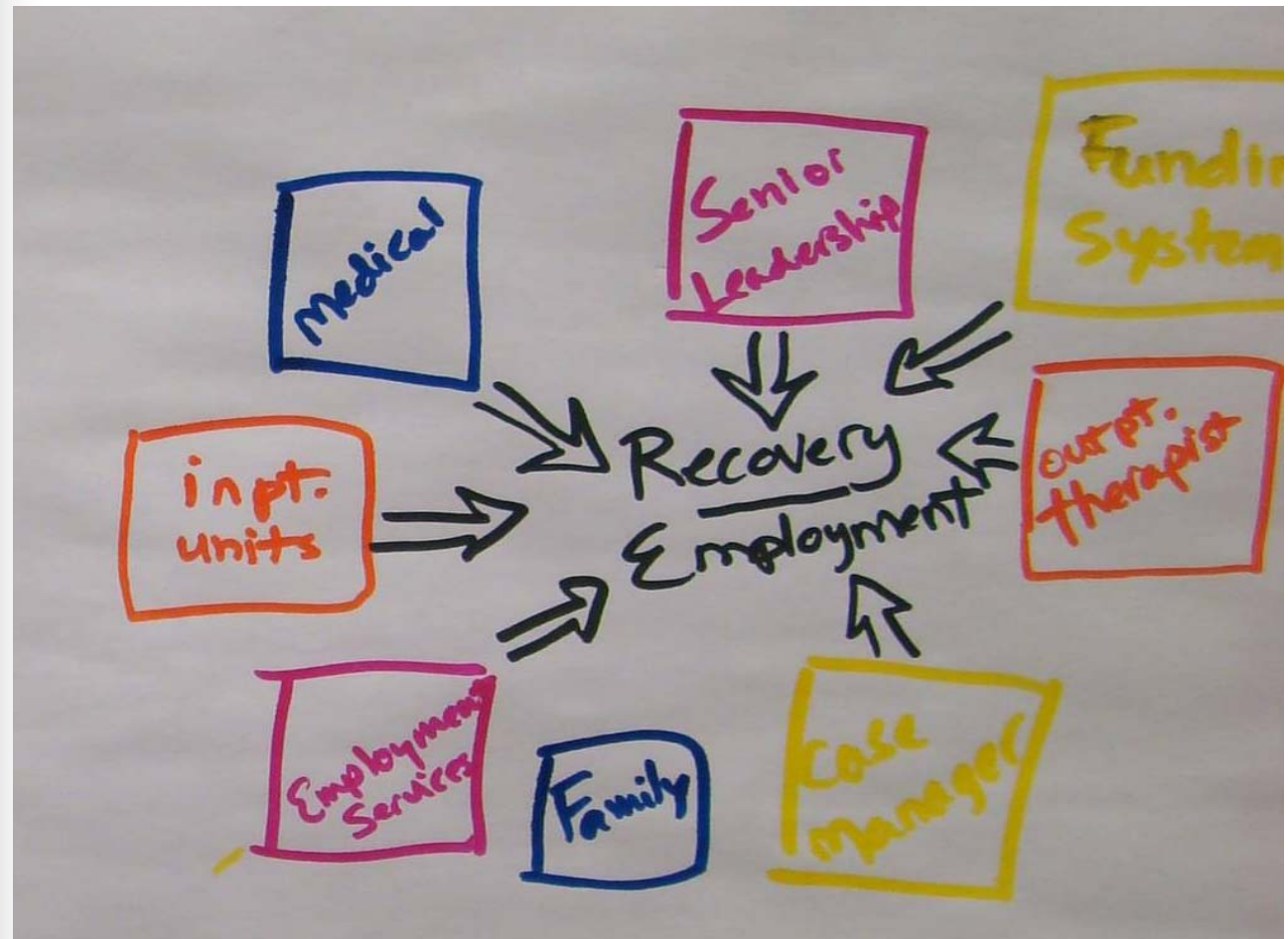
## ***Needs, Barriers and Recommendations***

***Transformation Working Group  
March 11, 2008***

# ***Vision***



# Vision

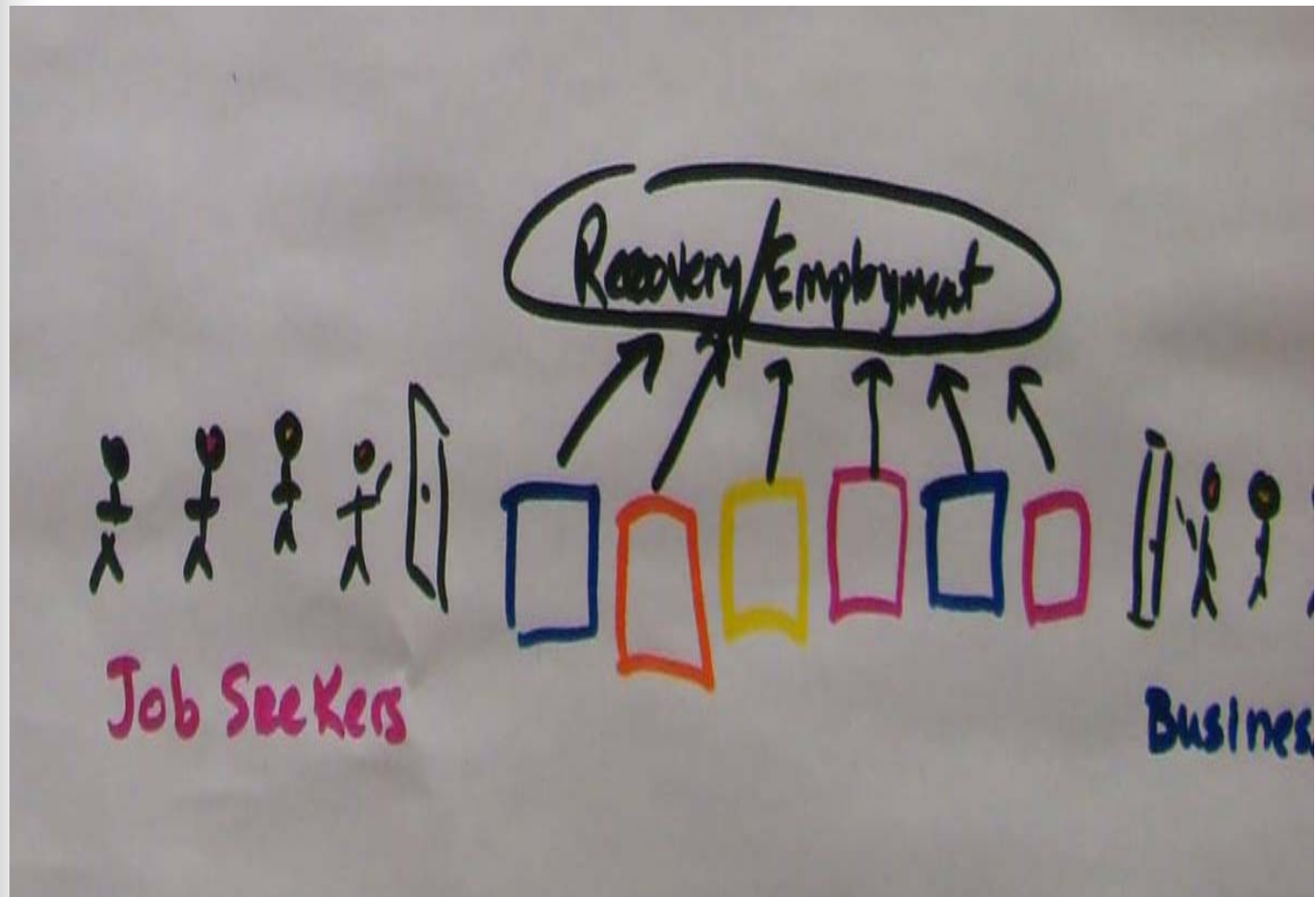




# ***Vision***



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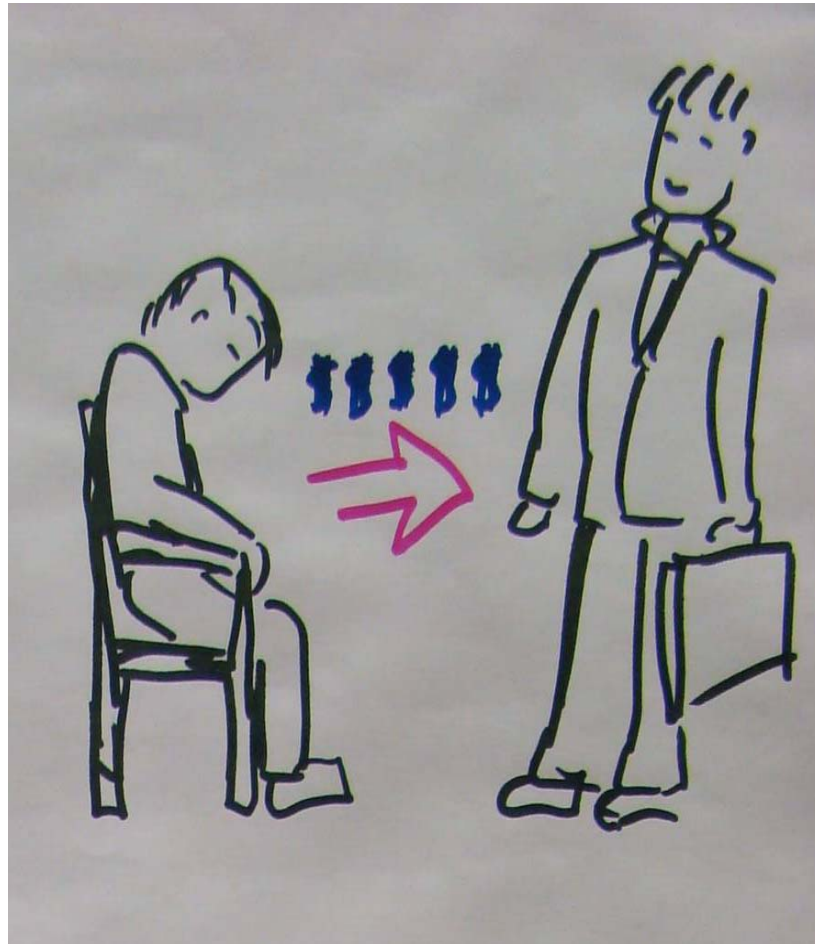


# Vision





# ***Vision***





# Needs

$$(66,000 \times (.75-.33) \times (8/12)) / 25 \neq 130$$

- 66,000 adult SMI consumers enrolled under Hoosier Assurance Plan last year
- 75% of SMI consumers reportedly interested in and able to work
- 33% of adult HAP-enrolled SMI consumers employed last year
- Supported Employment Specialists' caseloads average 8 month turnover rates
- Caseloads of no more than 25 consumers
- Indiana currently has 130 SE specialists
- But needs many more! **739**





# ***Needs & Primary Barrier***

739 does not equal 130!

Yikes – a consumer  
access and a workforce  
development crisis!!



## ***Barriers***

- Recruitment, training and retention of SE specialists
- Hard-to-place consumers
- Lack of alignment among providers, payors and consultants
- CMHC CEOs

A vertical stack of four images on the left side of the slide. From top to bottom: a blue clock face on a blue background, a red clock face on a red background, a green open book on a green background, and a blue open book on a blue background.

# ***Recommended Strategies***

- Create a common vision





# ***Recommended Strategies***

- Create a common vision
  - Payors



# ***Recommended Strategies***

- Create a common vision
  - Payors
  - Providers



# ***Recommended Strategies***

- Create a common vision
  - Payors
  - Providers
  - Researchers / Consultants





# ***Recommended Strategies***

- Create a common vision
  - Payors
    - Medicaid
    - VR
    - DMHA
    - DOC



# ***Recommended Strategies***

- Create a common vision

- Payors

- Medicaid
- VR
- DMHA
- DOC

- Providers

- Administrative leaders
- Clinical leaders



# ***Recommended Strategies***

- Create a common vision

- Payors

- Medicaid
- VR
- DMHA
- DOC

- Providers

- Administrative leaders
- Clinical leaders

- Researchers / Consultants

- One size fits all
- Tool box



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# ***Recommended Strategies***

- Create collaborations



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- Create collaborations
  - Co-locate SE specialists, VR staff



# ***Recommended Strategies***

## ■ Create collaborations

- Co-locate SE specialists, VR staff
- Interface with Social Security work incentive staff





# ***Recommended Strategies***

- Create collaborations
  - Co-locate SE specialists, VR staff
  - Interface with Social Security work incentive staff
  - Initiate *Project Search* – type clearing houses to coordinate SE efforts



# ***Recommended Strategies***

## ■ Create collaborations

- Co-locate SE specialists, VR staff
- Interface with Social Security work incentive staff
- Initiate *Project Search* – type clearing houses to coordinate SE efforts
- Create an on-line message board



# ***Recommended Strategies***

## ■ Create collaborations

- Co-locate SE specialists, VR staff
- Interface with Social Security work incentive staff
- Initiate *Project Search* – type clearing houses to coordinate SE efforts
- Create an on-line message board
- Encourage CMHC CEO's and other leaders to participate in Business Leadership Networks



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# ***Recommended Strategies***

- Work with state officials



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  - DMHA, Medicaid and MH Commission work together to revise state Medicaid plan to



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    - Change Indiana from a 209(b) state to a 1634 state vis-à-vis Medicaid eligibility



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    - Utilize approved PASS work incentive plans





# ***Recommended Strategies***

- Work with state officials
  - DMHA, Medicaid and MH Commission work together to revise state Medicaid plan to
    - Change Indiana from a 209(b) state to a 1634 state vis-à-vis Medicaid eligibility
    - Utilize approved PASS work incentive plans
    - Increase monthly earning limits for consumers from \$940 to \$1,570, creating parity with those with a vision impairment



# ***Recommended Strategies***

- Work with state officials
  - DMHA, Medicaid and MH Commission work together to revise state Medicaid plan to
    - Allow funding for long term follow along services under Medicaid personal assistance services



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    - Allow the funding and use of peer support programs



# ***Recommended Strategies***

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    - Allow funding for long term follow along services under Medicaid personal assistance services
    - Allow the funding and use of peer support programs
    - Allow CMHCs to bill Medicaid to transport Medicaid consumers and clients





# ***Recommended Strategies***

- Work with state officials
  - Identify a bonding authority for organizations and businesses that place or employ consumers with a criminal history



# ***Recommended Strategies***

- Work with state officials
  - Identify a bonding authority for organizations and businesses that place or employ consumers with a criminal history
  - Improve the tax benefit for employers to further reduce employment barriers for consumers



# ***Next Steps***

- Identify champions with a passion to crash the barriers and implement recommended strategies
- Create some early wins!



*“If you’ve ever seen the look on someone’s face the day they finally get a job, and I know something about this, they look like they could fly. And it’s not about the paycheck, it’s about respect, it’s about looking in the mirror and knowing that you’ve done something valuable with your day.”*

*Kevin Klein as Dave Kovic /  
Bill Mitchell in the movie, “Dave”*